HEALTHY WORKPLACES SUMMIT 2022

Healthy Workplaces Lighten the Load

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Safety and health at work is everyone’s concern. It’s good for you. It’s good for business.
Learning from inspections in Hairdressers & Barber shops in Sweden

- Total amount of inspected establishments, Hairdressers & Barber shops in EU: 143
- Participating countries: 7

- Total amount of inspected establishments, Hairdressers & Barber shops in Sweden: 79
  - 1-9 employees: 47 (60 %)
  - 10-49 employees: 30 (38 %)
  - 50-249 employees: 1 (1 %)
  - 250 or more employees: 1 (1%)

- In approximately 70 % the MSDs risk assessment process is not fit for purpose
- Sweden has decided to do a follow-up inspection for every establishment that got an inspection notice
Evidence based risk assessment methods used

**EU**: Evidence based risk assessment methods used in the Hairdressing sector (from 143 inspections) were 19 in total.

**Sweden**: Methods were used at 5 establishments.
Preliminary results Hairdressing sector EU: Workers participation effects identification and assessment of MSD-risks

Main risks were identified & assessed

Some risks were identified & assessed

Workers did not participate
Workers partly participated
Workers participated

www.healthy-workplaces.eu
Unfavourable work postures

- Prolonged standing
- Side bending of the body
- Hands above shoulder height
Unnecessarily tiring work postures

Arm raised or away from the body

Worker wrists deviating from the neutral position

Photography: "thenewspaper.gr"
Experience from inspections in the Hairdressing sector in Sweden

- Awareness among employers and employees
- Interest and engagement from the establishments
- Common with height adjustable equipment
- Newly opened establishments – young contractors, low knowledge, sometimes language barriers
- Not aware of all risks, for example cash handling, threats and violence…
- Enough breaks and recovery during the day is often hard to accomplish. (Collective agreement contains a part with provision)
- Many hairdressing students have good knowledge of work environment issues and some not. (Depends on which school they attend)
- Good at action/implementation, but seldom risk assessment and documentation.
- Easier to get help from “peer organisations” with a certain work environment issue than with risk assessment
- More focus (and advice) on external environment than work environment, for example chemicals
Even though the majority of the companies had not conducted a risk assessment, many employers implemented preventive measures for the employees.

Some employers decided to redesign the workplace and exchange equipment, such as use of lighter hair dryers and provide ergonomically designed tools, such as scissors for left-handed employees.
Preliminary results—SLIC MSD Campaign Hairdressers

- Risk Assessment process fit for purpose in a small percentage – there is potential for improvement
- Worker's representatives in process of RA can increase the quality of the result
- Use of evidence-based methods in the process of RA is encouraged
Guidelines for the hairdressing sector

- General principles of prevention with rules such as:
  - Avoiding risks
  - Combating risks at source
  - Evaluation of risks that can not be avoided

- In line with these principles the employer shall conduct a risk assessment that takes into account the nature of the enterprises activities